CONSTRUCTION
SAFETY
ASSOCIATION OF
ONTARIO

2008

ANNUAL REPORT

VISION

The elimination of injuries, illness, and death in Ontario construction.

MISSION

To serve as the Ontario construction industry's primary and most effective provider of health and safety information.

STRATEGIC OBJECTIVES

- Listen and respond to the needs of construction workers and employers.
- Develop and deliver health and safety training for workers and employers.
- Provide advisory and consultation services for contractors.
- Support the industry's network of labour-management health and safety committees.
- Research and analyze the causes of construction injuries, illness, and death, as well as the safety of construction materials, equipment, and processes.
- Develop print, video, and digital products to educate the industry about hazards and controls.
- Assist industry and government in developing standards, procedures, and regulations to improve health and safety on jobsites.

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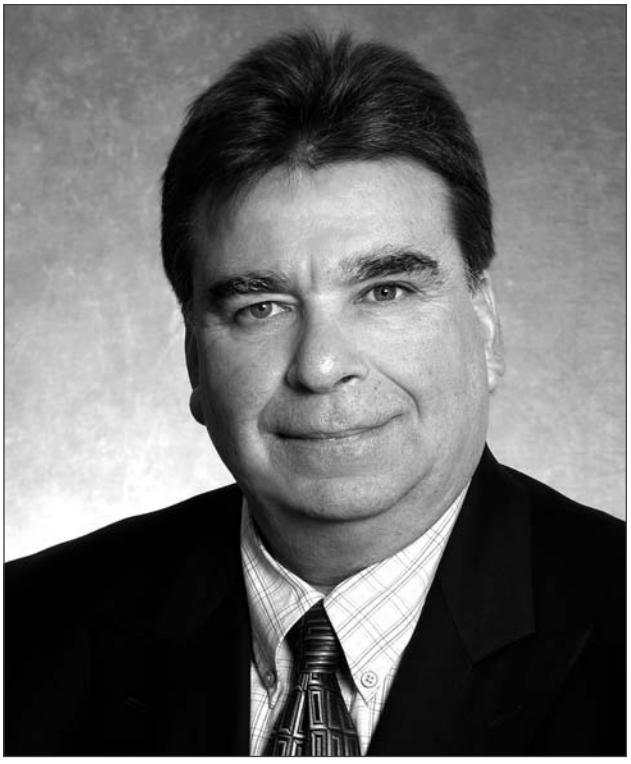
CONTENTS

TO PRESERVE AND PROTECT



Ontario construction workers continue to be killed and critically injured. The statistics are too high. In 2008, fatalities due to traumatic injury increased by 19% from 2007; however, critical injuries decreased by 30%.

A focus on high-value training programs such as *Basics of Supervising* and *Construction Health and Safety Representative* is key to reducing fatalities and injuries. In 2008, more than 30,000 workers, supervisors, and employers participated in various certificate and non-certificate programs offered by the Construction Safety Association of Ontario (CSAO).

It's been proven—properly trained supervisors lead to reduced injuries and illnesses. Mandatory supervisory training is essential for creating safer jobsites and will further strengthen the internal responsibility system.

In addition to training, CSAO has been working with the Workplace Safety and Insurance Board (WSIB) to reduce injuries through the priority firm plan. The plan involves targeting 600 "worse-than-average" construction firms in an attempt to achieve a 7% reduction in injury frequency.

Throughout 2008, CSAO continued its support for the Safety Groups program. It also continued to be an active member of both the System Measurement Committee and Occupational Disease Committee of the Occupational Health and Safety Council of Ontario (OHSCO).

An ongoing concern are the musculoskeletal disorders (MSDs) that represent more than 35% of all Ontario construction lost-time injury claims. CSAO's ergonomist has been working with the labour-management committees to develop a series of documents called *Musculoskeletal Hazards and Controls*. The series includes trade-specific profiles that outline the main ergonomic hazards for each type of work, along with mechanisms for prevention.

The proposed realignment of Ontario's Health and Safety Associations (HSAs) in order to achieve the WSIB's *Road to Zero* targets could transform the way we provide health and safety services to Ontario workers and workplaces. Ontario's construction industry firmly supports CSAO's current business model, in which products and services are subsidized through WSIB premiums. CSAO's Board of Directors will continue dialogue on this issue to ensure the outcome does not have a negative impact on health and safety initiatives within the construction industry.

As we move into 2009, our industry will not experience the growth it has enjoyed for the past several years. However, the economic pressure we will face cannot lead to compromising health and safety programs and resources. CSAO's operating budget must grow to allow it to meet the prevention needs of our industry. The construction labour-management health and safety network is a critical component to our prevention system and must be safeguarded.

It has been an honour and a privilege to serve as President of the Construction Safety Association of Ontario these past 12 months. The work everyone at CSAO does to protect and educate our workers and employers is unmatched by any other organization.

William Nicholls
President, 2008–2009

FATALITIES, INJURIES, AND DISEASE

Traumatic fatalities

There were 19 traumatic construction fatalities in Ontario in 2008. This is an increase of three fatalities compared to 2007. The result is a fatality rate of 4.33 per 100,000 workers, which is an increase over the rate of 3.88 in 2007 (See Table 1).

The number of fall-related deaths accounted for over half of the total fatalities, up from the previous two years. In those two years, fall-related fatalities had decreased to one third of all traumatic deaths. A renewed focus on fall protection is required to eliminate these preventable occurrences.

Seven of the 19 fatalities were directly attributable to being struck by moving equipment, or to materials falling from above. The industry as a whole must focus on the safe use of large equipment as well as securing loads or materials from falling.

Lost-Time Injuries

The number of lost-time injuries (LTIs) for 2007 (the last year for which complete statistics are available) decreased by 4.4% from the number in 2006 despite a 4.9% increase in the hours worked (see Table 3). This drop in the number of injuries yielded an 8.8 % decrease in the lost-time injury frequency when compared to 2006, to 1.96 injuries per 200,000 hours worked in 2007.

Ontario continues to lead all other provinces for the lowest LTI frequency in construction (see Table 4) at 1.38 LTIs per 100 employed construction workers.

All Injuries

As a consistent measure of frequency, CSAO looks at all construction injuries requiring medical assistance, which is the total of LTIs and medical-aid cases. In 2007 (the last year for which complete statistics are available), the number of medical-aid injuries increased by 6.1% over 2006. As a result, the all-injury count increased a total of 2.8% over 2006. After taking into account the number of hours worked, the all-injury frequency decreased slightly to 6.64 injuries per 200,000 hours worked in 2007, down from 6.78 in 2006. We must continue this downward trend over the next year.

Table 1: Fatalities

Year	Number of Fatalities [a]	Number of Workers [b]	Fatality Rate per 100,000 Workers	Percentage Change since 1966
1966	72	202,898	35.5	N/A
1967	47	203,440	23.1	-34.90%
1968	37	216,225	17.1	-51.80%
1969	45	207,998	21.6	-39.00%
1970	41	206,616	19.8	-44.10%
1971	41	206,856	19.8	-44.10%
1972	44	198,933	22.1	-37.70%
1973	54	237,103	22.8	-35.80%
1974	45	229,975	19.6	-44.90%
1975	42	217,335	19.3	-45.50%
1976	40	222,004	18.0	-49.20%
1977	39	205,662	19.0	-46.60%
1978	38	220,264	17.3	-51.40%
1979	36	216,714	16.6	-53.20%
1980	23	212,281	10.8	69.50%
1981	36	215,860	16.7	-53.00%
1982	24	253,332	9.5	-73.30%
1983	24	222.518	10.8	-69.60%
1984	29	244,796	11.8	-66.60%
1985	27	277,374	9.7	-72.60%
1986	40	286,273	14.0	-60.60%
1987	42	303,800	13.8	-61.10%
1988	39	307,000	12.7	-64.20%
1989	34	329,600	10.3	-71.00%
1990	36	327,100	11.0	-69.00%
1991	20	285,200	7.0	-80.30%
1992	16	269,200	5.9	-83.88%
1993	17	264,000	6.4	-81.97%
1994	15	270,500	5.6	-84.23%
1995	12	268,500	4.5	-87.32%
1996	21	261,400	8.0	-77.46%
1997	14	282,300	5.0	-85.92%
1998	24	287,500	8.4	-76.30%
1999	20	300,100	6.7	-81.10%
2000	16	323,600	4.9	-86.20%
2001	21	343,300	6.1	-82.82%
2002	21	354,100	5.9	-83.38%
2003	30	371,400	8.1	-77.18%
2004	20	368,500	5.4	-84.79%
2005	20	396,100	5.1	-85.63%
2006	27	405,200	6.7	-81.13%
2007	16	412,600	3.9	-89.01%
2008	19	439,000	4.3	-87.89%

a Source: Ontario Ministry of Labour.

b Source for 1966 to 1986: Statistics Canada: Catalogue 64-201, Table 7.

Source for 1987 to 2008: Statistics Canada: "Labour Force Survey", Employed Workforce Table.

Table 2: Description of fatalities

Type	Month	Sector	Age	Descriptions
Fall	February	Commercial	47	A worker installing ceiling tiles fell from a ladder. The worker got up and went to the washroom, but was later found on the washroom floor.
Fall	April	Institutional	23	A young worker sweeping at the site of a new sewage pumping station fell into a 4-ft by 4-ft shaft.
Fall	May	Commercial	57	A worker fell off a roof when the roof anchor came loose.
Fall	May	Industrial	55	A worker fell from a hydro tower under construction.
Fall	July	Residential	45	The owner of a construction company fell 20 ft off a ladder, landing on the concrete below.
Fall	July	Industrial	45	A worker fell 25 ft.
Fall	September	Industrial	25	A young worker was standing on a ladder, raising a 250-lb piece of steel pipe. The anchor supporting the steel pipe failed, causing the young worker to fall 12 ft from the ladder.
Fall	September	Commercial	26	A worker carrying boxes while walking on the roof of a building fell through a skylight.
Fall	September	Residential	22	A young worker fell 18 ft from the second storey of a house to the basement.
Fall	November	Residential	39	A worker fell from a two-storey home while working alone to replace windows, siding, and trim.
Crushed	February	Sewer/Watermain	21	A bulldozer backed over a young worker.
Crushed	June	Highway/Road	30	A worker was crushed by a track-mounted concrete-curb paver.
Crushed	July	Highway/Road	36	A worker was run over by an asphalt grinder.
Crushed	October	Excavation	25	A young worker operating a drill rig became entangled in the equipment.
Crushed	December	Commercial	Unknown	A worker became unconscious after being pinned in a snorkel lift.
Struck by	May	Commercial	61	A worker was struck on the head by a 12-inch-long, 4-inch-diameter pipe that fell from the second floor of a building under construction.
Struck by	August	Unknown	Unknown	A worker was struck by bricks that fell from a scaffold.
Electrocution	May	Commercial	48	A journeyman electrician was electrocuted during the renovation of a clinic.
Slip/trip	November	Residential	57	A worker was walking on the sidewalk and collapsed.

Source: Ministry of Labour

Table 3: Injuries

Year	Hours Worked (Derived by WSIB)	Injuries			Frequency (per 200,000 hours worked)			Percentage change since 1965		
		Lost Time	+ Medical Aid	= Total	Lost Time	+ Medical Aid	= All Injuries	LTI Freq.	Med. Aid Freq.	All Injury Freq.
1965	288,018,460	19,491	29,763	49,254	13.53	20.67	34.20	0.0%	0.0%	0.0%
1966	302,783,574	20,194	32,140	52,334	13.34	21.23	34.57	-1.4%	2.7%	1.1%
1967	298,211,482	18,336	32,194	50,530	12.30	21.59	33.89	-9.1%	4.5%	-0.9%
1968	303,038,144	18,192	29,255	47,447	12.01	19.31	31.31	-11.3%	-6.6%	-8.4%
1969	325,686,693	19,840	27,467	47,307	12.18	16.87	29.05	-10.0%	-18.4%	-15.1%
1970	329,526,894	18,561	26,284	44,845	11.27	15.95	27.22	-16.8%	-22.8%	-20.4%
1971	341,015,097	17,892	26,502	44,394	10.49	15.54	26.04	-22.5%	-24.8%	-23.9%
1972	337,098,325	18,346	25,653	43,999	10.88	15.22	26.10	-19.6%	-26.4%	-23.7%
1973	352,922,583	18,157	26,293	44,450	10.29	14.90	25.19	-24.0%	-27.9%	-26.4%
1974	364,749,387	18,918	27,401	46,319	10.37	15.02	25.40	-23.4%	-27.3%	-25.7%
1975	339,058,464	16,642	24,120	40,762	9.82	14.23	24.04	-27.5%	-31.2%	-29.7%
1976	331,983,015	18,535	26,674	45,209	11.17	16.07	27.24	-17.5%	-22.2%	-20.4%
1977	327,270,004	16,366	24,464	40,830	10.00	14.95	24.95	-26.1%	-27.7%	-27.0%
1978	310,015,157	15,071	21,469	36,540	9.72	13.85	23.57	-28.2%	-33.0%	-31.1%
1979	295,366,542	14,170	16,897	31,067	9.59	11.44	21.04	-29.1%	-44.6%	-38.5%
1980	283,882,879	14,387	15,540	29,927	10.14	10.95	21.08	-25.1%	-47.0%	-38.4%
1981	288,512,917	14,315	15,240	29,555	9.92	10.56	20.49	-26.7%	-48.9%	-40.1%
1982	254,255,256	12,023	11,632	23,655	9.46	9.15	18.61	-30.1%	-55.7%	-45.6%
1983	248,564,699	12,253	11,161	23,414	9.86	8.98	18.84	-27.2%	-56.5%	-44.9%
1984	255,699,010	13,307	11,591	24,898	10.41	9.07	19.47	-23.1%	-56.1%	-43.1%
1985	282,661,183	15,440	12,843	28,283	10.92	9.09	20.01	-19.3%	-56.0%	-41.5%
1986	325,218,468	16,593	13,844	30,437	10.20	8.51	18.72	-24.6%	-58.8%	-45.3%
1987	368,938,619	18,520	16,271	34,791	10.04	8.82	18.86	-25.8%	-57.3%	-44.9%
1988	389,050,601	18,566	18,600	37,166	9.54	9.56	19.11	-29.5%	-53.7%	-44.1%
1989	417,406,890	17,486	19,355	36,841	8.38	9.27	17.65	-38.1%	-55.1%	-48.4%
1990	371,820,998	15,157	16,866	32,023	8.15	9.07	17.22	-39.8%	-56.1%	-49.6%
1991	309,138,963	10,621	10,500	21,121	6.87	6.79	13.66	-49.2%	-67.1%	-60.0%
1992	255,365,936	8,086	8,322	16,408	6.33	6.52	12.85	-53.2%	-68.5%	-62.4%
1993	258,466,723	6,840	8,036	14,876	5.29	6.22	11.51	-60.9%	-69.9%	-66.3%
1994	258,499,801	6,532	7,724	14,256	5.05	5.98	11.03	-62.7%	-71.1%	-67.8%
1995	265,023,907	5,553	8,078	13,631	4.19	6.10	10.29	-69.0%	-70.5%	-69.9%
1996	272,897,745	5,290	7,922	13,212	3.88	5.81	9.68	-71.4%	-71.9%	-71.7%
1997	289,250,154	5,334	7,480	12,814	3.69	5.17	8.86	-72.8%	-75.0%	-74.1%
1998	304,027,295	5,285	7,716	13,001	3.48	5.08	8.55	-74.3%	-75.4%	-75.0%
1999	326,959,673	5,326	8,426	13,752	3.26	5.15	8.41	-75.9%	-75.1%	-75.4%
2000	368,993,192	5,990	9,423	15,413	3.25	5.11	8.35	-76.0%	-75.3%	-75.6%
2001	398,906,708	6,246	10,115	16,361	3.13	5.07	8.20	-76.9%	-75.5%	-76.0%
2002	432,176,404	5,918	10,812	16,730	2.74	5.00	7.74	-79.8%	-75.8%	-77.4%
2003	476,653,972	6,039	10,961	17,000	2.53	4.60	7.13	-81.3%	-77.7%	-79.1%
2004	491,469,001	6,309	11,191	17,500	2.57	4.55	7.12	-81.0%	-78.0%	-79.2%
2005	515,747,984	6,083	12,410	18,493	2.36	4.81	7.17	-82.6%	-76.7%	-79.0%
2006	530,500,015	5,702	12,286	17,988	2.15	4.63	6.78	-84.1%	-77.6%	-80.2%
2007	556,426,895	5,450	13,034	18,484	1.96	4.68	6.64	-85.5%	-77.3%	-80.6%

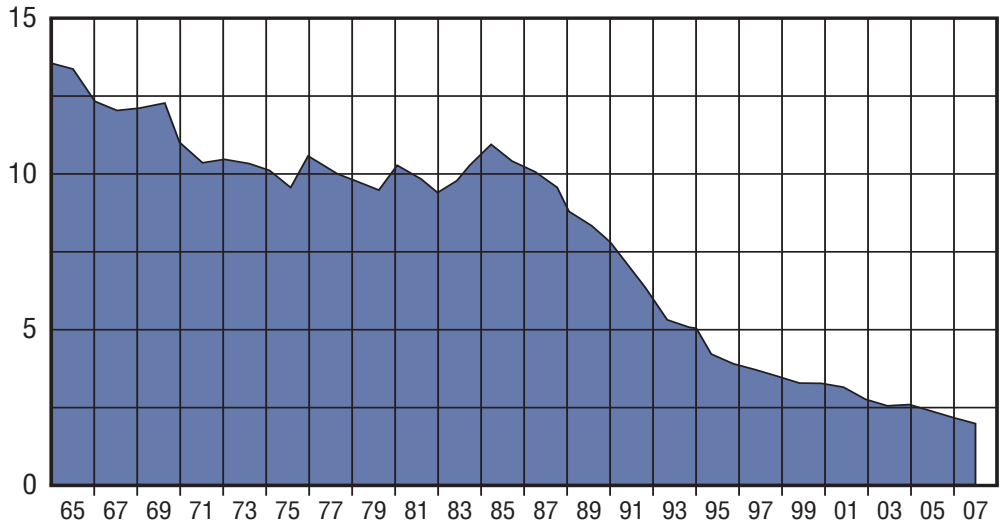
Sources: 1965–1968 WCB Annual Reports, 1969–1978 WCB and WCB Annual Reports, 1979–1994 WCB Association Profiles, 1995–1999 WSIB Enterprise Information Warehouse, 2000–2007 WSIB Enterprise Information Warehouse (as of December 2008).

Top Injury Causes

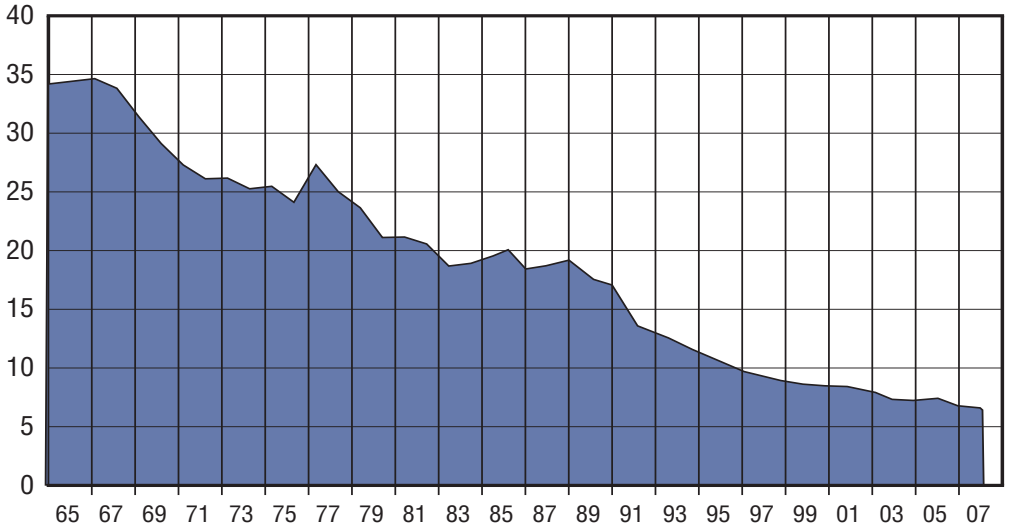
The top three causes of LTIs continue to be overexertion/repetitive strain, struck by/against, and falls. These top causes have not changed since 2006. Musculoskeletal-related injuries continue to be the leading cause of injury in construction. These injuries account for just over 35% of all construction LTIs. CSAO is currently working with the labour-management network to develop *Musculoskeletal Hazards and Controls* documents for the various trades to help raise awareness of the causes and to outline simple control methods.

Struck-by/against injuries are the second leading cause of LTIs, accounting for approximately 30%, while falls (from heights and same level) account for 23% of all construction LTIs.

Graph 1: Lost-time injury frequency since 1965



Graph 2: All-injury frequency since 1965



Graph 3: Medical-aid frequency since 1965

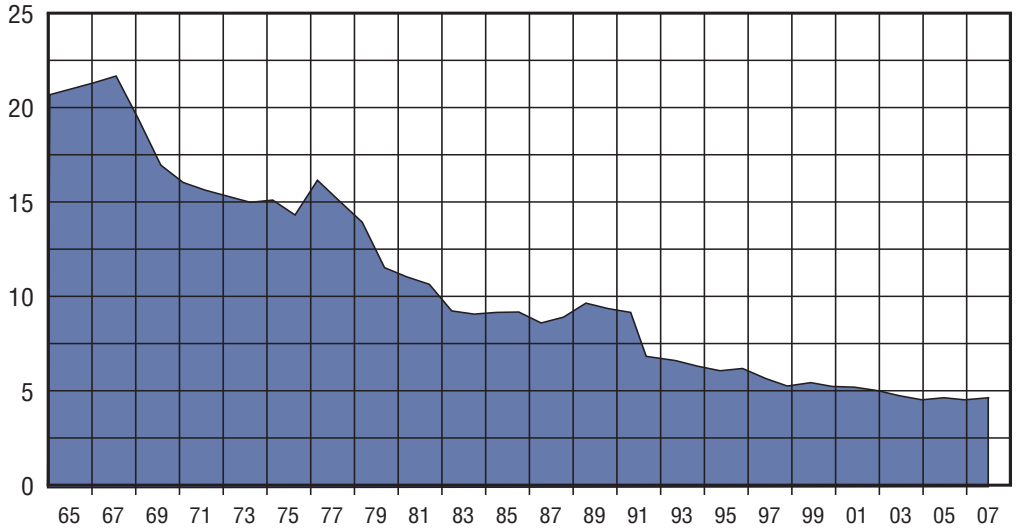


Table 4: Lost-time injury rate by province (per 100 employed construction workers)

Year	Canada	BC	AB	SK	MN	ON	QUE	NB	NS	PEI	NL
1995	4.20	6.70	3.70	8.10	6.40	2.30	4.70	2.30*	4.40	11.50	6.90
1996	4.10	6.80	4.10	7.80	6.10	2.10	4.60	2.00*	3.60*	14.30	6.50
1997	4.10	6.60	5.30	7.70	6.20	2.00	4.90	1.70*	3.50*	4.60	4.80
1998	4.00	6.10	5.20	7.30	5.80	1.90	5.00	1.70*	3.40*	5.30	4.60
1999	3.80	5.00	4.80	7.10	5.70	1.90	4.90	2.20*	3.70*	5.30	4.90
2000	3.60	6.40	4.30	6.80	5.70	1.70	4.40	1.90*	2.90*	5.40	4.10
2001	3.70	5.80	4.40	6.00	5.50	1.90	4.90	2.00*	3.20*	4.20	5.70
2002	3.50	5.20	4.30	6.00	6.10	1.80	4.60	1.70*	3.00*	3.70	5.20
2003	3.30	5.20	3.90	6.10	6.10	1.60	4.50	1.90*	3.10*	3.50	4.50
2004	3.30	5.40	3.20	5.00	5.90	1.80	4.60	1.80*	2.70*	3.20	3.80
2005	3.20	5.11	3.18	5.34	6.60	1.58	4.20	1.71*	2.87*	2.21	3.41
2006	3.10	5.32	3.20	4.53	6.88	1.45	3.78	1.79*	2.85*	1.72	3.04
2007	2.00	5.19	3.10	4.50	5.91	1.38	3.33	1.78*	2.79*	1.60	2.74

Sources: 1995 – 2004, Statistics Canada, "Labour Force Survey," Employed Workforce Table
1995 – 1998, Association of Workers' Compensation Boards of Canada, "National Work Injuries," Table 9
1999 – 2004, Association of Workers' Compensation Boards of Canada, "National Work Injuries," Table 10
2005 – 2006: Association of Workers' Compensation Boards of Canada, "National Work Injury, Disease and Fatality Statistics 2003 –2006
Statistics Canada, Labour Force Estimates," Employed Workforce Table (2005–2006)
2007: Association of Workers' Compensation Boards of Canada, "National Work Injury, Disease and Fatality Statistics 2005 –2007
Statistics Canada, Labour Force Estimates," Employed Workforce Table (2003–2007)

* New Brunswick has a three-day waiting period for compensation benefits, unless the employee is off for more than 5 weeks.
* Nova Scotia has a two-day waiting period for compensation benefits, unless the employee is off for more than 5 weeks.
For all other provinces, compensation benefits are payable starting the day after the injury.

Occupational disease fatalities

As of March 2009, the WSIB has allowed 42 fatal occupational disease claims for 2007. Many of these deaths, particularly those from pleural mesothelioma, are the result of past asbestos exposures.

Because there can be a time lag of more than a year between the filing of an occupational disease claim (fatal or non-fatal) and its acceptance by the WSIB, 2007 is the most recent year for which data is available.

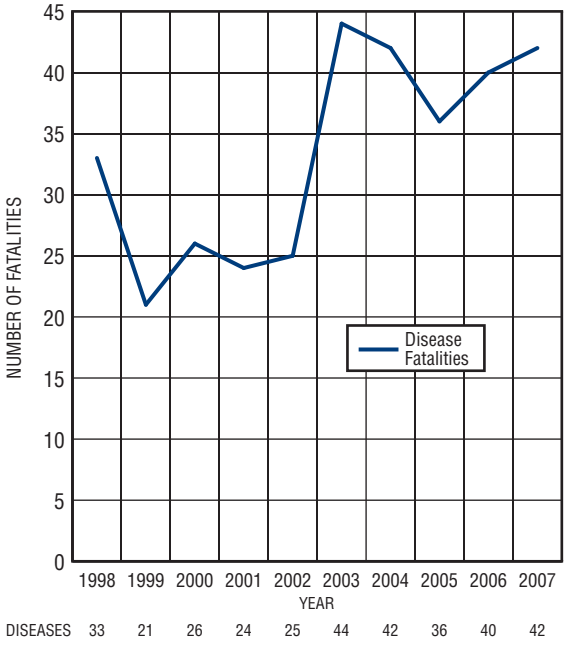
When broken-down by occupation, plumbers and pipefitters continue to have the most fatal occupational disease claims over a ten year period, although labourers had the most in 2007.

Table 5: Allowed fatal disease claims from the construction sector, 2007

Cause of death	Number of claims
Pleural mesothelioma	18
Lung cancer	11
Asbestosis	2
Chronic obstructive pulmonary disease	2
Esophagus cancer	2
Silicosis	1
Other cancers	4
Other diseases	2
Total	**42**

Source: WSIB occupational disease information as of March, 2009

Graph 4: Allowed occupational disease fatalities



Source: WSIB occupational disease information as of March, 2009

Table 6: Allowed fatal occupational disease claims from the construction sector registered from January 1, 1998 to December 31, 2007*

Cause of death	Year registered 1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total 10 years
Pleural mesothelioma	22	9	13	12	12	26	18	17	18	18	165
Lung cancer	7	7	6	6	9	14	14	9	5	11	88
Asbestosis	2	2	0	1	1	0	1	1	2	2	12
Pulmonary fibrosis	0	0	2	0	0	0	1	3	2	0	8
Chronic obstructive pulmonary disease	0	1	1	0	0	1	2	0	0	2	7
Others	2	2	4	5	3	3	6	6	13	9	53
Total	**33**	**21**	**26**	**24**	**25**	**44**	**42**	**36**	**40**	**42**	**333**

* Excluding 100% permanent disability pension claims

Source: WSIB occupational disease information as of March, 2009

FATALITIES, INJURIES, AND DISEASE

Noise-induced hearing loss is still the number-one cause of allowed non-fatal occupational disease claims in Ontario construction with 438 allowed claims in 2007. The number-two cause is hand-arm vibration syndrome with 143 allowed claims, followed by 110 claims for respiratory diseases.

CSAO is addressing the top causes of non-fatal occupational disease claims by developing new web-based resources to help educate workers and employers on prevention controls. The first two, *Respirator Basics* and *Carbon Monoxide Basics*, are available on www.csao.org. Similar resources for noise-induced hearing loss, heat stress, and dermatitis will be online soon.

Table 7: Allowed fatal occupational disease claims from the construction sector: Primary occupation by year of registration*

Primary Occupation	Year registered										Total 10 years
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
Plumber/pipefitter and related	10	6	5	11	5	14	11	8	8	7	85
Insulator	3	2	6	1	5	10	5	2	5	2	41
Electrician	4	3	5	1	3	2	6	6	3	5	38
Labourer	7	0	3	3	3	6	3	6	6	10	47
Various metal-related work	3	4	4	3	1	3	4	3	4	4	33
Others	6	6	3	5	8	9	13	11	14	14	89
Total	**33**	**21**	**26**	**24**	**25**	**44**	**42**	**36**	**40**	**42**	**333**

* Excluding 100% permanent disability pension claims

Source: WSIB occupational disease information as of March, 2009

Table 8: Non-fatal occupational disease claims from the construction sector: Claims registered and allowed, 2006 and 2007*

Disease	Registered 2006	Allowed 2006	Registered 2007	Allowed 2007
Noise-induced hearing loss	582	403	651	438
Hand-arm vibration syndrome	121	110	174	143
Respiratory diseases (e.g., asthma, chronic obstructive pulmonary disease, asbestosis, pleural plaques)	139	98	139	110
Various physical symptoms	179	69	198	106
Exposure to chemicals, dusts, infectious disease	696	45	513	56
Toxic effect of venom, carbon monoxide, gases, fumes, vapours, etc.	71	45	62	53
Dermatitis and other skin or tissue diseases	78	44	81	52
Heat Exhaustion	43	35	53	38
Cancers	25	13	28	15
Infectious or parasitic diseases	14	9	8	3
Circulatory diseases (heart attack, stroke, etc.)	23	5	28	3
Allergy, unspecified	18	5	18	8
All other diseases	18	8	18	6
Total	**2007**	**889**	**1971**	**1031**

* Excluding 100% permanent disability pension claims

Source: WSIB occupational disease information as of March, 2009

LABOUR-MANAGEMENT ACTION

Ontario construction's network of labour-management health and safety committees consists of the Provincial committee, 16 regional committees, and 23 trade/sector committees.

Comprised of leaders in construction management and labour, this network keeps CSAO, the Ministry of Labour (MOL), the Workplace Safety and Insurance Board (WSIB), government, manufacturers, and other groups informed about the concerns of employers and workers on Ontario's jobsites. The MOL designated the Provincial committee an advisor to the Minister of Labour on matters related to the *Occupational Health and Safety Act*.

Provincial committee

In 2007, the Provincial committee finalized the creation of the Construction Legislative Review Committee (CLRC) to address and make recommendations about legislative issues related to construction health and safety. In 2008, the CLRC got down to work.

At the request of the MOL, the CLRC worked on revisions to tower crane safety legislation. In addition, a needs analysis form was developed for trade/sector and regional committees to use when presenting an issue to the CLRC for review.

The Provincial committee continued to work with the WSIB to develop the reporting mechanism called Construction Exposure Incident Reporting (CEIR). CEIR will track unexpected exposure to hazardous substances. The committee also finalized a Terms of Reference document for a Coroner's Inquest subcommittee.

Regional committees

The **Barrie** committee held its inaugural meeting in October 2008, establishing its membership.

The **Central** committee continued to publish its bulletin and continued to work with Conestoga College to create a 37.5-hour health and safety program for young workers. It also participated in a "Skills Canada Symposium" and Day of Mourning event.

The **Hamilton** committee was involved in the development of the Nanticoke Industrial Training Centre (NITC) and participated in a joint health and safety conference with the Niagara committee.

The **Kingston** committee worked with the Ottawa committee to hold a joint meeting in Smiths Falls. The purpose was to address issues affecting Eastern Ontario. The committee also participated in a North American Occupational Safety and Health (NAOSH) Week event and worked with the Kingston Construction Association to host a one-day health and safety conference.

The **London** committee had a representative from the Transportation Health and Safety Association of Ontario (THSAO) give a presentation on commercial vehicle motor inspections and related requirements. It also investigated possibilities for the CEIR program.

The **Niagara** committee developed a health and safety training program for young workers and gave presentations to high schools in the Niagara region. It also worked with the Hamilton committee to hold a health and safety conference.

The **North Bay** committee held its first health and safety conference and produced a bulletin on lightning safety.

The **Oshawa** committee hosted its Occupational Health and Safety Week for area high school students. It also hosted a presentation on occupational health risks in the building trades.

The **Ottawa** committee held a mock trial. It promoted warm-up and stretching exercises to combat musculoskeletal disorders (MSDs). It also worked with Ottawa high schools to broadcast a presentation by Rob Ellis on workplace safety.

The **Sarnia** committee presented more than 500 supervisors with awards and participated in a Future Build event. It also continued to explore solutions for the huge demand for health and safety training in the area.

The **Sault Ste. Marie** committee organized a regional safety conference and planned a safety training week.

The **Sudbury** committee held a health and safety conference and created guidelines for locating underground utilities.

The **Thunder Bay** committee investigated building code amendments regarding roof anchor points for fall protection. It also began planning a safety conference and mock trial for 2009.

The **Timmins** committee had a construction health and safety exhibit at a local homebuilding trade show. It also participated in Day of Mourning ceremonies.

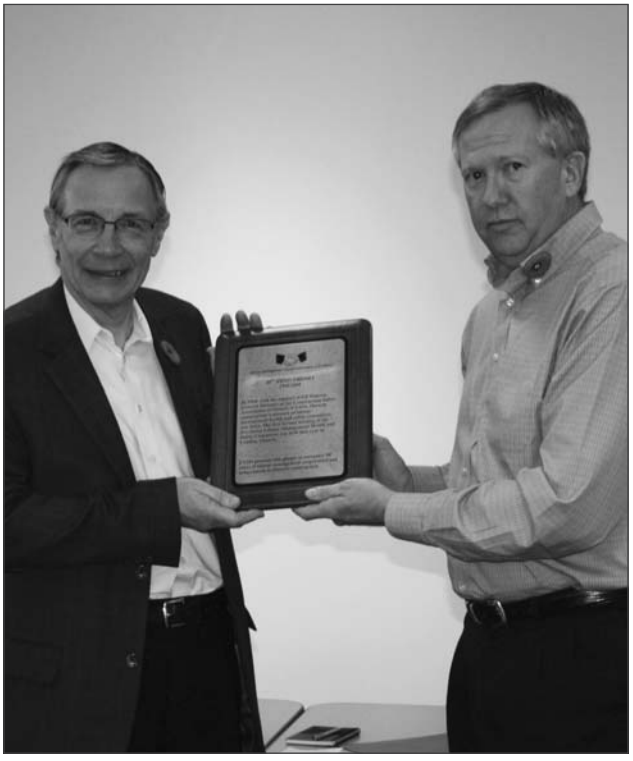
The **Toronto** committee worked on a young worker training program and continued to explore the issue of mandatory training. It also helped to start the Barrie committee.

The **Windsor** committee reviewed the mobile crane operator training program and arc flash awareness training. It also had a representative from the Transportation Health and Safety Association of Ontario (THSAO) give a presentation on commercial vehicle motor inspections and related requirements.

Trade/sector committees

The **Acoustical/Drywall** committee worked on a *Occupational Health Risks* brochure for the trade and on asbestos abatement training. It also continued to monitor the implementation of the *Personal Health and Safety Training Record* throughout the province.

The **Boilermakers** committee completed a study on simultaneous exposure measurement of noise, hand-arm vibration, and musculoskeletal loads for the trade.



It also worked on updating the Boilermakers chapter of the *Construction Multi-Trades Health and Safety Manual*.

The **Carpenters** committee worked on an *MSD Hazards and Controls* brochure for the trade, scaffold tagging guidelines, and a document on Legionnaires' Disease. It also promoted warm-up and stretching exercises to prevent MSDs.

The **Civil Engineering** committee produced guidelines for the storage and handling of fuel on construction sites. It also delivered a presentation on photo radar in construction zones to the Provincial committee and participated in the development of a "Watch for Wires" sticker.

The **Commercial Diving** committee developed training procedures to prepare for work for the federal government on retrieving unexploded explosives.

The **ECAO/IBEW Electrical** committee revised Level 3 of its health and safety training program. It also worked on developing an arc-flash training CD and an *Occupational Health Risks* brochure for the trade.

LABOUR-MANAGEMENT ACTION

The **Elevator/Escalator** committee completed a new manual for the sector. It also created an advisory about car-top guardrails and worked on an *Occupational Health Risks* brochure for the sector.

The **High-Rise Forming** committee began to work on guidelines for the design and inspection of formwork (including pre-pour). It also developed a high-rise emergency rescue procedure.

The **Insulators** committee reviewed the application of nanotechnology in the sector and its implications for safety practices.

The **Ironworkers** committee created an emergency response guideline for structural steel work, an *Occupational Health Risks* brochure, and a multi-level training program for the trade.

The **Masonry and Allied Trades** committee developed an *Occupational Health Risks* brochure, a poster to promote ergonomic practices in the trade, and an *Musculoskeletal Hazards and Controls* brochure. The committee also tested the kneeling creeper tool.

The **Millwrights** committee identified the need for standardized health and safety training for all millwrights and submitted a needs analysis to CSAO for the development of a millwright-specific health and safety training course.

The **Occupational Disease and Research** committee completed a mortality study including painters, sheet metal workers, roofers, and insulators. The committee was also involved in the development of *Occupational Health Risks* brochures created by some of the other trade/sector committees.

The **Painters and Allied Trades** committee developed an *Occupational Health Risks* brochure for the trade.

The **Pipe Trades** committee continued to investigate the hazards related to hexavalent chromium fumes when welding stainless steel, and provided feedback on the draft arc-flash hazard protection reference card.

The **Refrigeration and Air-Conditioning** committee worked on an *Musculoskeletal Hazards and Controls* brochure for the trade, as well as an *Occupational Health Risks* brochure. The committee was also involved in the new standard CSA-Z462 *Workplace Electrical Safety*.

The **Residential Sector** committee developed *Residential Roof Truss Installation Procedures*, which was recognized by the Ministry of Labour as a best practice. The committee also worked on ladder use guidelines and an *Musculoskeletal Hazards and Controls* brochure for homebuilding.

The **Rodworkers** committee completed a study on the application of tying machines and reviewed a health and safety manual for the trade.

The **Roofers** committee worked on building code amendments related to anchor systems for fixed or portable access ladders and temporary guardrail systems. The committee also investigated propane storage on rooftops and continued to research protective gloves.

The **Sheet Metal** committee worked on an *Musculoskeletal Hazards and Controls* brochure and an *Occupational Health Risks* brochure for the trade. It also created an orientation program for apprentices.

The **Sprinkler and Fire Protection Trades** committee continued to participate in the Powered Elevating Work Platforms subcommittee of the Provincial committee. The committee also supported mandatory residential sprinkler systems in all new residential construction.

TRAINING

CSAO strives to reach the widest possible audience and make training as convenient as possible. To meet these objectives, the Program Development department creates

» classroom training
» computer-based training
» instructor workshops
» home-study programs
» industry-delivered training
» tutorials on www.csao.org

CSAO also operates a mobile classroom that brings instruction to remote sites and outlying areas.

New and revised programs

In 2008, CSAO began offering a Construction Health and Safety Officer (CHSO) certificate to recognize individuals who have practical construction experience and health and safety knowledge. This certificate acknowledges that the individual has completed courses that are consistent in content with Construction Safety Officer programs offered in other provinces.

The required courses are

1) WHMIS
2) Basics of Fall Protection
3) Construction Health and Safety Representative
4) Construction Sector-Specific Training
5) Simulated Hazard Analysis
6) Basics of Supervising
7) Basic Auditing Principles
8) First Aid/CPR (must be taken through a WSIB-approved provider).

In addition, certificate applicants must have a minimum of five years of practical construction experience.

CSAO launched these new programs or modules in 2008.

» *Basic Auditing Principles.* This is a six-hour program that CSAO developed and began delivering in 2008. It is a requirement for the new Construction Health and Safety Officer (CHSO) certificate.

» *Training Techniques.* This one-day program was developed to help industry trainers successfully deliver CSAO programs.

» *Early and Safe Return to Work.* This presentation was created with assistance from labour and management representatives to educate the industry on the WSIB's new regulation. Presentations are scheduled for the first quarter of 2009.

» *E-learning initiatives.* Program Development staff tested several software options that allow for the conversion of existing CSAO training material to a web-compatible format. The first two web tutorials to be completed were *Respirator Basics* and *Carbon Monoxide Basics*. *New On The Job* will be the first in a series on workplace parties. It is scheduled to be available on www.csao.org by the third quarter of 2009. It will be followed by *Construction Supervisor* and *Health and Safety Representative*.

During the year, program developers revised and updated the following programs or modules.

» *Sector-Specific Training.* This program was completely revised. The new version was finalized in the first quarter of 2008.

» *Construction Health and Safety Representative.* Revision of various modules of this program continued from 2007.

» *Simulated Hazard Analysis.* A complete review of this program began in the third quarter of 2008.

» *Instructor Workshops.* Program Development staff began a review of the instructor material that is provided for the delivery of CSAO programs.

» *Arc Flash Hazards.* A presentation on this topic was updated to reflect changes in the CSA standard and the format was made web-compatible.

In addition, staff completed new graphic art projects and updated existing work throughout the year.

Training deliveries

CSAO trained 30,189 participants in 2008, which is slightly less than the number of people trained in 2007. This is partly due to an increase in high-value, multi-day programs (certification, supervisory training, and instructor workshops) leading to fewer one-day programs being offered.

TRAINING

In addition, CSAO hired several new trainers in 2008. These new staff members spent part of the year becoming proficient in the delivery of CSAO programs, so did not begin training until part way through the year.

Demand for high-value, multi-day training continued in 2008. Factors that influenced this demand include

» a continued high level of emphasis on reducing the lost-time injury rate

» the MOL, WSIB, and CSAO joint strategy to assist firms with poor safety records

» the MOL's emphasis on competent workers and supervisors

» a continued demand for instructing industry trainers to deliver CSAO course material

» the implementation and enforcement of confined space procedures and training requirements

» an increased awareness of health and safety issues among buyers of construction.

CSAO's resources have not expanded proportionally to demand. It continues to be a challenge to meet the industry's needs.

Table 9: Participants trained

	2007	2008	Change from 2007	Percentage change from 2007
Participants in certificate programs	19,541	15,408	4,133	-21.2%
Participants in non-certificate programs	15,498	14,781	717	-4.6%

Table 10: Industry-based instructors trained

Program	Participants
Asbestos Work in Construction	17
Basics of Supervising	36
Construction Health and Safety—Basic	41
Chainsaw Safety	19
Confined Spaces Hazard Awareness	142
Forklift Safety	38
Hoisting and Rigging—Basic Safety	87
Lockout and Tag Safety	57
Propane in Construction	90
Scaffold Users' Hazard Awareness	55
Traffic Protection and Control Planning	31
WHMIS	211
Total	**824**

Table 11: Participants in certificate programs

Program	Participants in 2007	Participants in 2008	Change from 2007	Percentage Change from 2007
Asbestos Work in Construction	656	626	-30	-4.5%
Basics of Fall Protection	1,173	663	-510	-43.5%
Basics of Supervising	3,257	2,702	-555	-17.1%
Confined Spaces Hazard Awareness	645	1,425	+780	+120.9%
Construction Health and Safety—Basic	655	742	+87	+13.3%
Construction Health and Safety Representative	1,427	1,599	+172	+12.1%
Hoisting and Rigging—Basic Safety	1,178	1,007	-171	-14.5%
Instructor Workshops (various programs)	814	824	+10	+1.2%
Lockout and Tag Safety	584	461	-123	-21.6%
Propane in Construction	414	345	-69	-16.6%
Scaffold Users' Hazard Awareness	638	503	-135	-21.2%
Sector-Specific Training	808	997	+189	+23.4%
Simulated Hazard Analysis	677	777	+100	+14.8%
Suspended Access Equipment	363	204	-159	-44%%
Traffic Control and Backing Up	513	335	-178	-34.7%
Traffic Protection and Control Planning	448	400	-48	-10.7%
WHMIS	1,458	697	-761	-52.2%
Total	**15,708**	**14,307**	**-1,401**	**-8.9%**

CONSULTING SERVICES

CSAO's field consultants visit head offices and jobsites to help firms improve their safety performance. Consultants work with contractors, workers, unions, trade associations, and buyers of construction to eliminate workplace fatalities, injuries, and disease. The majority of CSAO's field staff have trade backgrounds. Field staff undergo extensive training and represent hundreds of years of safety-related experience.

Face-to-face support

A CSAO consultant will contact a firm and request a face-to-face meeting to review the company's health and safety record and identify problem areas by assessing such things as the health and safety policy and program, site conditions, worker knowledge of jobsite hazards, and management's commitment to safety.

The consultant may then recommend remedial measures, such as health and safety training, loss prevention techniques, and jobsite safety procedures.

In 2008, CSAO field staff continued to help contractors identify their strengths and weaknesses using CSAO policy and program templates, assessment tools, and health and safety program reviews.

Emerging firms

In 2008, CSAO continued an intensive, province-wide outreach to emerging firms. Emerging firms are companies that have experienced a first injury in the current year. We offer our services to help companies with a first injury prevent a second injury from occurring.

Within 30 days of being notified that a firm had an LTI, the local CSAO field consultant attempts to contact a senior management representative of the emerging firm. The field consultant discusses prevention strategies and techniques, hazard control options, and the range of products and services available from Ontario's health and safety system.

CSAO staff attempt to contact senior management at the company at least three times. In 2008, field consultants contacted 1,721 emerging firms and met face-to-face with management representatives. Many of the companies subsequently sent employees to CSAO for training or ordered CSAO material such as industry-delivered-training kits. These actions clearly indicate an increased awareness amongst these firms of health and safety issues.

Other services

In addition to their work with emerging firms, CSAO field staff continued to assist local unions and construction associations with training and consulting services. CSAO also continued to support the MOL's high-risk firm initiative by providing training and products often required by MOL orders. Field staff met a CSAO objective to reach contractors and workers in the residential and renovation sectors. There was an increase in visits to these types of jobsites in 2008.

The mobile classroom visited 145 sites across Ontario in 2008. A total of 6,659 managers, supervisors, and workers attended sessions in the mobile classroom throughout the year.

Balanced approach

In 2008, CSAO strived for more balance between consulting and training. This balance allowed consultants to spend more time with firms requiring assistance. Overall consulting activities increased, with an emphasis on consulting with contractors who experienced a lost-time injury.

In 2009, CSAO will continue with this balanced approach, giving consultants more opportunity to focus on their field operations.

Table 12: Consulting and other services

Service	2007	2008	Change from 2007	Percentage Change from 2007
Consulting	7,468	8,644	+1,176	+15.7%
Site Survey	2,092	2,216	+124	+5.9%
Labour-Management Meetings	279	273	-6	-2.2%

RESEARCH

CSAO's Technical Services and Quality Assurance department works closely with and provides support to the Labour-Management, Program Development, and Communications departments. It also provides data to other departments and collaborates with other organizations to conduct research. In 2008, CSAO's occupational hygienist and its ergonomist supported several Safety Groups with presentations on occupational health issues.

Research studies and partnerships

In 2008, the Technical Services department continued to work on a number of formal research projects with external research partners.

» In partnership with the Centre of Research Expertise for the Prevention of Musculoskeletal Disorders and the University of Waterloo, a research team participated in a study called *In search of innovations: Identifying new tools and processes to prevent MSDs in the construction sector*. This one-year project focused on finding field applications for products or processes that lead to a decreased risk of developing musculoskeletal disorders (MSDs).

» The same team submitted a follow-up proposal for a three-year study entitled *Encouraging adoption of innovations: An examination of whether the intensity of knowledge transfer techniques has an influence over construction companies' decisions to adopt innovations to reduce the risk of MSDs*. The proposal was endorsed by the WSIB and work will commence in early 2009.

» CSAO's ergonomist collaborated with York University to study upper extremity impact. The study was supported by a WSIB Research Advisory Council (RAC) grant. Data collection and analysis for the field study has been completed. Further data collection in a fixed setting will be completed in the first half of 2009.

In 2008, CSAO also supported two other RAC-approved proposals for studies to proceed in 2009:

» University of Toronto's *Health effects of diesel exhaust exposure among construction operating engineers*.

» University of Toronto's *Evaluation of fibre exposures outside of asbestos abatement enclosures*.

Other projects undertaken by the department include

» the development of safe work procedures for overhead door installers

» an examination of inhalable dust and formaldehyde produced when cutting MDF products

» preliminary studies on lead exposure during the use of explosive-actuated fastening tools.

Labour-Management support

The Technical Services department continued to support the activities of the trade labour-management health and safety committees throughout 2008. Two main initiatives that will continue in 2009 include the development of *Occupational Health Risks* brochures and *Musculoskeletal Hazards and Controls* brochures.

Occupational Health Risks brochures were completed for masons, millwrights, and boilermakers. Brochures for drywallers, ironworkers, painters, refrigeration workers, and sheet metal workers are currently in the editing stage. A physician is in the process of reviewing brochures for electricians, insulators, and roofers.

Musculoskeletal Hazards and Controls brochures for rodwork, masonry, tile/terrazzo, and homebuilding have been completed or are close to being completed. A brochure for roofing is currently waiting for approval.

Technical Services staff also supported several labour-management projects. See page 10 for details.

Information and library services

The CSAO library responded to 228 requests for information on topics such as electrical hazards, elevators and falls, sandblasting hazards, cranes and rigging, photo radar, and dermatitis. More than 110 requests for videos were processed, along with many acquisition requests.

Technical Services and Advisory staff continued to be the primary users of the WSIB's Enterprise Information Warehouse system in 2008.

GETTING THE MESSAGE OUT

CSAO uses various strategies to reach workers and employers with information about injury and illness prevention. From authoritative manuals to our website packed with free resources, we provide the technical information our industry needs. From our quarterly magazine and monthly email bulletin to posters, stickers, and safety talks, we market the prevention message to busy employers and workers.

CSAO sends specific information to specific firms. For example, when a small contractor incurs a first injury, CSAO mails a health and safety information package to explain the products and services available. In 2008, CSAO mailed 2,431 first-injury packages.

In 2008, CSAO also mailed a package introducing its products and services to the 6,454 new firms that registered with the Workplace Safety and Insurance Board.

Manuals and reference material

In 2008, CSAO undertook the sizeable task of having its encyclopedic *Construction Health and Safety Manual* (M029) translated into French. It is now available on www.csao.org. In addition, CSAO developed stickers warning of overhead wires (S043).

The following publications were updated in 2008:

» *Consulting, Products, Training* catalogue (M012)

» *Construction Health and Safety Manual* (M029)

» *Asbestos: Controls for Construction, Renovation, and Demolition* (DS037)

» *Basics of Fall Protection Trainer's Guide* (M054)

» *Basics of Fall Protection User's Guide* (M053)

» *Safety Talks* (V005)

» *Electrical Construction and Maintenance Workers' Safety Manual* (M010)

» *Traffic Controller's Handbook* (B016)

» *Formwork Manual* (M064)

» *Hoisting and Rigging Safety Manual* (M035).

In 2008, CSAO staff filled 32,000 requests for products and training.

www.csao.org

In 2008, CSAO continued to expand the resources and functions of the website with items such as the Health and Safety Policy and Program templates. The search function was refined to make it easier and quicker for users to find information.

Construction Safety

CSAO's primary means of communicating with the industry is *Construction Safety* magazine. With a circulation of over 65,000, the quarterly magazine reaches every registered contractor and every construction union local in Ontario.

In 2008, an issue of the magazine was devoted to occupational health and disease prevention. Other issues featured a pull-out guide for project managers, a guide for owners and managers, and a guide for preventing heat stress.

NetworkNews

NetworkNews is CSAO's monthly news bulletin for Ontario's labour-management network. The four-page newsletter focuses on issues that the industry's decision-makers need to know as they manage health and safety, identify prevention issues, and review regulations.

In 2008, *NetworkNews* included articles on the WSIB's accreditation pilot program, the activity of the Construction Legislative Review Committee, the Construction Safety Summit, and the Ministry of Labour's new strategy.

2-Minute News

This is a monthly email bulletin that keeps subscribers abreast of developments in between issues of *Construction Safety* magazine.

In 2008, *2-Minute News* kept subscribers informed of Ministry of Labour inspection blitzes, safety advisories, new standards from the Canadian Standards Association, and much more. Each issue included tips and resources for employers, workers, and supervisors to help them keep their jobsites safe.

SAFETY GROUPS

Construction firms in the WSIB's Safety Groups program can improve health and safety performance and increase revenue at the same time.

Safety Groups bring firms together to pool health and safety experience and resources, share best practices, and help one another improve their prevention systems. In return, the WSIB treats each Safety Group as one large firm and applies an experience-rating formula to its performance, rewarding the success of the Safety Group as a whole with rebates on top of any of the firms' standard experience-rating rewards.

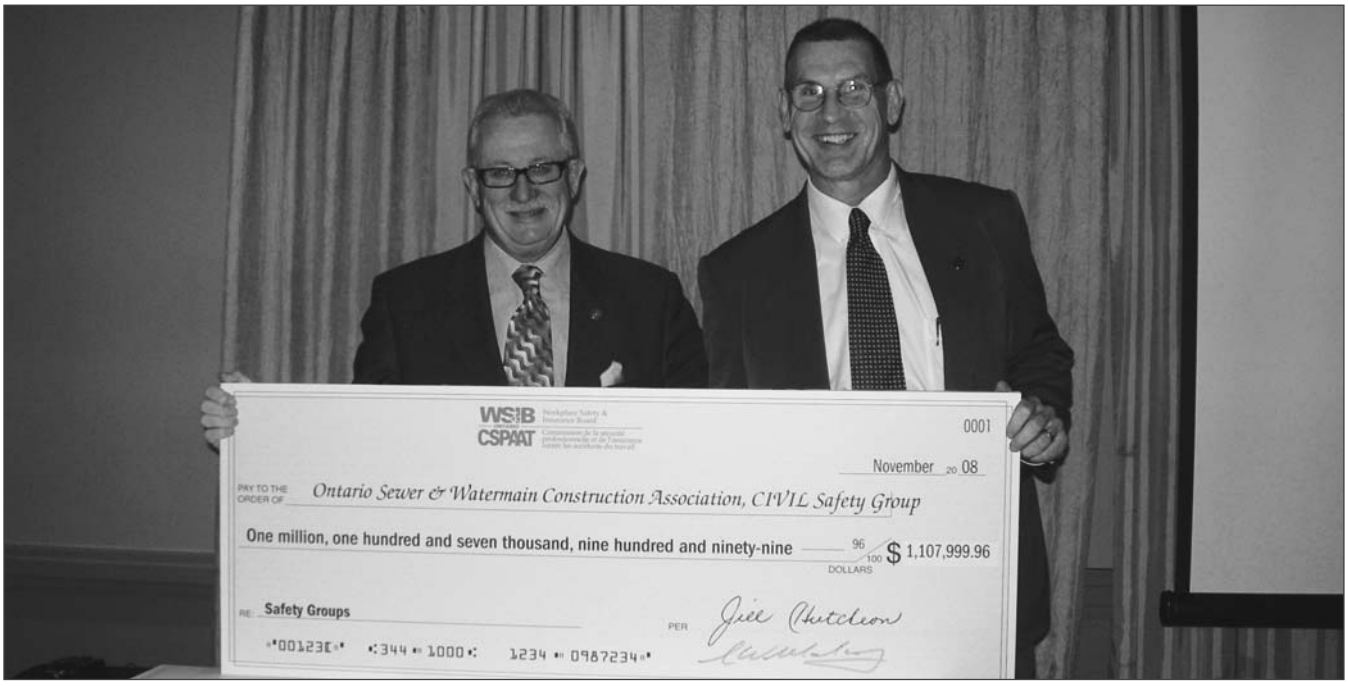
In 2008, contractors in Safety Groups continued to make improvements to their health and safety systems and performance using a five-step management system. There was a total of 15 construction Safety Groups in 2008, with approximately 850 participating firms.

Although formed in 2007, the Grand Valley Construction Association Safety Group and the Barrie Construction Association Safety Group did not begin participating in the Safety Groups program until 2008. The rebates outlined in Table 13 were given out in 2008, but they represent the achievements of 2007.

Table 13: Safety Group Rebates for 2007

Safety Group	Rebate
RESCON	$1,861,693.64
Regional Construction	$1,647,233.18
Civil	$1,107,999.96
Interior Systems Contractors Association of Ontario	$898,314.76
Mechanical Contractors Association of Ontario	$758,856.75
Ontario General Contractors Association	$735,697.76
Greater Toronto Electrical Contractors Association	$672,563.33
Minto	$283,781.64
Ottawa Construction Association	$281,884.12
Lambton Area Builders Exchange	$119,298.86
Construction Association of Thunder Bay	$79,178.30
Ontario Refrigeration and Air Conditioning Contractors Association	$59,854.34
Building Industry and Land Development Association	$26,906.09

Therefore, the Grand Valley Construction Association Safety Group and the Barrie Construction Association Safety Group are not reflected in the table.



From left: Steve Mahoney, Chair of the Workplace Safety and Insurance Board and Frank Zechner, Executive Director of the Ontario Sewer and Watermain Construction Association.

COLLABORATING WITH OTHERS

CSAO seeks out opportunities to work with others and broaden the reach of prevention.

Canadian Standards Association (CSA)

CSAO's Technical Services department participates in CSA committees that develop industry standards. In 2008, CSAO played an active role in committees developing the following standards.

» Workplace Electrical Safety (Z462)

» Safety in Welding, Cutting and Allied Processes (CSA W117.2)

» Mobile Cranes (Z150)

» Knuckle Booms (Z150.3)

» High Visibility Safety Apparel (Z96)

» Truck Mounted Concrete Pumps (Z151)

» Fall Protection (Z259)

» Motors and Generators (C22.2)

CSAO also participated in the Strategic Steering Committee—Occupational Health and Safety Program and the Mapping Underground Utility Infrastructure project.

Construction Sector Interagency Group (ConSIG)

ConSIG is a forum for the key players in construction safety—CSAO, the MOL, and the WSIB. Partners set priorities, share information, and collaborate on joint projects. Through ConSIG, CSAO identifies its emerging firms and participates in developing a system-wide strategy. CSAO chaired ConSIG in 2008.

National Demolition Association

Technical Services staff provided Canada-specific additions for the National Demolition Association's (NDA) *Safety Manual* and *Safety Talks* publications. Staff participated in the NDA's annual meeting in Atlanta to present the Canadian content.

NAOSH Week

CSAO is a member of the Ontario NAOSH Network, which promotes North American Occupational Safety and Health (NAOSH) Week in Ontario and coordinates activities among the province's prevention partners. In 2008, CSAO helped the Network plan and promote NAOSH Week 2008 and began work on NAOSH Week 2009.

Occupational Health and Safety Council of Ontario (OHSCO)

OHSCO brings senior decision-makers from all of Ontario's health and safety associations together with the MOL and the WSIB. Partners work on strategies for improving occupational health and safety across industries. Working groups cover areas such as small business, occupational disease, and performance measures.

In 2008, CSAO's occupational hygienist took an active role on several OHSCO working groups under the Occupational Health subcommittee. Projects included a heat stress toolkit, a noise document, and identification of future projects.

Ontario Regional Common Ground Alliance

This network helps to protect worker safety and underground utilities by promoting safe locating and excavation. CSAO's Technical Services department continued to work with this group in 2008. One of the topics being pursued is legislation to make one-call participation mandatory across the province.

Safe Communities Incentive Program

In 2008, CSAO continued to encourage small firms to become involved with the Safe Communities Incentive Program (SCIP).

ROY A. PHINNEMORE AWARD

The Roy A. Phinnemore Award is named in honour of a past CSAO Executive Director whose dedication to construction safety inspired others during CSAO's formative years. Established through a donation made by Oliver Gaffney and matched by the Phinnemore family, the award is presented each year to an individual who has made significant contributions to health and safety.

The 2009 Phinnemore Award is presented to Patricia Lavigne. She was the Division Financial Administrator for Comstock, Canada Ltd., but is now employed by Vale Inco.

Patricia was nominated by the Sudbury Regional Labour-Management Health and Safety Committee and the North Bay Regional Labour-Management Health and Safety Committee for her contributions to improving health and safety in those regions.

Patricia is a past Management Co-Chair of the Sudbury committee and CSAO Director representing northeastern Ontario.

Patricia spearheaded initiatives such as the development of a brochure for young workers, presentations to Sudbury high schools about occupational health and safety, a safety conference and mock trial for Sudbury and the surrounding area, and a legal workshop on Bill C–45 and due diligence.

In addition to all of these accomplishments, Patricia was instrumental is establishing the North Bay committee.

Patricia's vision, leadership, guidance, and drive have brought us closer to our goal of zero injuries, illnesses, and fatalities in Ontario construction.

Past Phinnemore Award Recipients

2008	Drew Allman	1994	Matt Whelan	1982	Murray A. Elgie	1976	D.H. Campbell
2007	Gary Treusch	1993	Gerry Gallagher*	1980	E. Donne		J.F. Kennedy
2006	Robert Harford	1992	Patrick Cleary		K. Jackson	1975	Ralph L. Jamieson
2005	Joe deWit	1991	Andrew C. Sulowski		H. Kobryn		Ronald A. Jukes
2004	Bruce J. Snead				J.K. Martin	1974	Joseph M. Tanenbaum
2003	Bill Baird	1990	Richard Lovat		R.D. McMurdo	1973	Roy G. Steed
2002	W. Byron Scott	1989	Tom Fenwick		W.R. Roberts	1971	Gordon R. Henderson
2001	Jack Cooney	1988	J.C. (Cliff) Bulmer		L.J. Scrutton*	1970	Variety Village
2000	Dick Kappeler	1987	Frank Westerlaken		J.W. Wright		
1999	Len Sylvester			1979	N.M. Brydon*		
1998	John W. Tindale*	1986	Ronald J. Allain		S.E. Dinsmore*		
1997	Joe Duffy	1985	Bill Piper*		A.R. Holmes*		
1996	Trevor Byrne	1984	Bruce Jaques		J.F. Meagher		
1995	Charlie Murray and Jim Boyle	1983	G.J. Samson		J.M. Pigott		

*awarded posthumously

GIL SAMSON AWARD

The Gil Samson Award, first presented in 1988, is named after a former CSAO General Manager who played a major role in creating the network of labour-management health and safety committees. The award recognizes the extraordinary achievements of a labour-management committee. A substantial donation from CSAO Past President Don Gaffney helped make this award possible.

The 2008 Gil Samson Award is presented to the Ottawa Regional Labour-Management Health and Safety Committee for its health and safety accomplishments this past year.

Between reaching out to young workers and organizing mock trials, the Ottawa committee was certainly active throughout 2008.

In May 2008, a health and safety message from Rob Ellis, whose son was killed while at work, was broadcast to nine Ottawa-area high schools. Members of the Ottawa committee were at each school to lead a discussion following Rob's powerful presentation.

The Ottawa and Kingston committees worked with Bob Onyschuk, Director of the Ministry of Labour's Jobs Protection Office, to enforce the *Trades Qualification and Apprenticeship Act* in eastern Ontario. At a joint meeting in Smiths Falls, the two committees presented Bob with a certificate of appreciation for the impact his work has had on maintaining safe working conditions in the region.

The Ottawa committee organized one of the largest labour-management health and safety events outside of the Greater Toronto Area: a mock trial attended by more than 250 workers and employers.

In addition to all of the activities already mentioned, the Ottawa committee advocated for a French translation of the *Construction Health and Safety Manual*. A French translation of the manual is now available, giving French-speaking construction workers and employers in the province a valuable health and safety resource.

Past Samson Award Recipients

2007	Acoustical/Drywall Committee
2006	Occupational Disease and Research Committee
2005	Low-Rise Residential Sector Committee Niagara Regional Committee
2004	Oshawa and Region Committee Sudbury Regional Committee
2003	Ottawa Regional Committee
2002	Civil Engineering Sector Committee
2001	Hamilton Regional Committee
2000	High-Rise Forming and Carpenters Committees
1999	Timmins Regional Committee
1998	Sarnia Regional Committee
1997	Oshawa Regional Committee
1996	Boilermakers Committee Millwrights Committee Pipe Trades Committee Refrigeration and Air-Conditioning Committee Sprinkler and Fire Protection Trade Committee
1995	Niagara Regional Committee
1994	Acoustical/Drywall Committee Carpenter/Resilient Floor Workers Committee Ontario Commercial Diving Committee
1993	London Regional Committee
1992	ECAO/IBEW Committee and Oshawa Regional Committee
1991	Millwright Trade Committee
1990	Central Ontario Regional Committee
1989	Niagara Regional Committee
1988	Toronto Regional Committee
1987	Masonry Trade Committee and Central Ontario Regional Committee

JOHN M. BECK AWARD

John M. Beck

The John M. Beck Award is named after the Chairman and Chief Executive Officer of Aecon Group Inc. Generously sponsored by Aecon, the award is presented annually to a project-based joint health and safety committee (JHSC) in Ontario construction. It recognizes extraordinary leadership, initiative, creativity, and innovation in addressing health and safety.

The 2008 John M. Beck Award is presented to the JHSC at the Greenfield Energy Centre Project in Courtright, Ontario.

The Greenfield Energy Centre, located near Sarnia, is a natural-gas-fired combined-cycle electricity generating facility.

The way the JHSC operated on this project, which had 900 workers at its peak, is a perfect example of the internal responsibility system (IRS) in action.

The Worker Trades Committee (WTC) met weekly on Wednesday mornings. The JHSC met weekly on Wednesday afternoons. Following each JHSC meeting, members completed a thorough site inspection. Minutes from each JHSC meeting were distributed to each trade group by 7:30 the next morning. Each trade group reviewed the minutes at their weekly meetings.

In addition, the Project Safety Manager dealt with safety issues on a daily basis. The Project Safety Manager reported directly to the Project Manager and was assisted by a Day Safety Supervisor and a Night Safety Supervisor.

At the beginning of each day, a superintendent and safety advisor from each company working at the site attended a production meeting. Safety issues were first on the agenda at these meetings.

A Safety Recognition Program was developed for all workers on the site. Each week that a worker was not involved in a lost-time injury, he or she received a ballot. At the end of each week, a 42" flat-screen TV was raffled off. At the end of the project, a Safety Award was given to the individual who demonstrated the greatest commitment to health and safety. The recipient of this award won a new F-150 truck.

A registered nurse was hired and remained on site until there were less than 50 workers left on the project. The JHSC considered this to be a best practice on a site of this size.

The total hours worked on this project was more than 2.6 million. Due to the outstanding work and dedication of the JHSC, the Greenfield Energy Centre was completed with zero critical injures.

Past Beck Award Recipients

2007	The JHSC at the Windsor Casino Project
2006	The JHSC at the William Osler Health Centre project
2005	The JHSC at the Return to Service Project of the Pickering A Nuclear Generating Station
2004	The JHSC at the Lakeridge Health Centre project in Oshawa
2003	The JHSC and Workers' Trade Committee at the Oshawa General Motors plant paint shop
2002	The three JHSCs at the PCL/Aecon joint venture at Lester B. Pearson airport

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bruce reilly
CHARTERED ACCOUNTANT

Auditor's Report

To the Directors of
Construction Safety Association of Ontario

I have audited the statement of financial position of Construction Safety Association of Ontario ("CSAO") as at December 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of CSAO's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by CSAO's management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of CSAO as at December 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Chartered Accountant, Licensed Public Accountant

Markham, Ontario
March 16, 2009

Construction Safety Association of Ontario

Statement of Financial Position
As at December 31, 2008

	2008	2007
Assets		
Current		
Cash	$ 586,259	$ 275,360
Accounts receivable		
Workplace Safety & Insurance Board (note 3)	0	104,415
Other	108,635	128,284
Prepaid expenses and deposits	277,560	186,944
Inventory	281,598	309,656
	1,254,052	1,004,659
Cash and cash equivalents held for special purposes (note 4)	3,965,930	3,422,796
Property and equipment (note 5)	2	3
	$ 5,219,984	$ 4,427,458
Liabilities		
Current Liabilities		
Accounts payable and accrued charges	$ 1,165,902	$ 963,585
Vacation payable	598,621	847,576
	1,764,523	1,811,161
Deferred funding (note 6)	70,000	70,000
Employee future benefits (note 7)	5,461,500	4,725,600
	7,296,023	6,606,761
Net Assets		
Invested in property and equipment	2	3
Unrestricted	(2,076,041)	(2,179,306)
	(2,076,039)	(2,179,303)
	$ 5,219,984	$ 4,427,458

On Behalf of the Board

President

Director

The accompanying notes are an integral part of these financial statements.

Construction Safety Association of Ontario

Statement of Operations
For the Year Ended December 31, 2008

	2008	2007
Revenue		
Workplace Safety & Insurance Board funding	$ 13,696,903	$ 13,366,802
Recoveries (note 9)	1,837,149	1,717,991
Interest income	112,048	135,134
	15,646,100	15,219,927
Expenses		
Salaries	8,033,810	7,747,869
Employee benefits (notes 7 & 8)	2,718,522	2,889,418
Safety materials	1,407,155	1,245,954
Travel and automobile	944,715	839,469
Occupancy	1,228,859	1,106,304
Office	474,969	436,682
Telephone and data processing	476,871	495,302
Labour – management	242,348	208,259
Courses – public	205,804	107,975
Personnel costs	120,230	93,035
GST expense (recovery)	(483,340)	85,290
Postage and freight	76,287	84,751
Safety awards and promotion	25,709	29,297
Professional fees	28,790	77,825
Research and library	42,107	27,791
	15,542,836	15,475,221
Excess (deficiency) of revenue over expenses	$ 103,264	$ (255,294)

The accompanying notes are an integral part of these financial statements.

Construction Safety Association of Ontario

Statement of Changes in Net Assets
For the Year Ended December 31, 2008

	2008 Invested in Property and Equipment	2008 Unrestricted	2008 Total	2007 Total
Fund deficiency, beginning of year	$ 3	(2,179,306)	(2,179,303)	(1,924,009)
Excess (deficiency) of revenue over expenses	(1)	103,265	103,264	(255,294)
Fund deficiency, end of year	$ 2	(2,076,041)	(2,076,039)	(2,179,303)

The accompanying notes are an integral part of these financial statements.

Construction Safety Association of Ontario

Statement of Cash Flows
For the Year Ended December 31, 2008

	2008	2007
Cash flow from operating activities		
Excess (deficiency) of revenue over expenses	$ 103,264	$ (255,294)
Changes in non-cash working capital items		
Accounts receivable		
Workplace Safety & Insurance Board	104,415	46,158
Other	19,649	67,660
Prepaid expenses	(90,616)	116,540
Inventory	28,059	1,582
Accounts payable and accrued charges	202,317	186,272
Vacation pay payable	(248,955)	5,992
Employee future benefits	735,900	623,000
Deferred funding	0	(60,000)
Net cash inflow	854,033	731,910
Cash, beginning of year	3,698,156	2,966,246
Cash, end of year	$ 4,522,189	$ 3,698,156
Cash consists of the following:		
Cash	$ 586,259	$ 275,360
Cash and cash equivalents held for special purposes	3,965,930	3,422,796
	$ 4,552,189	$ 3,698,156

The accompanying notes are an integral part of these financial statements.

Construction Safety Association of Ontario

Notes to the Financial Statements
For the Year Ended December 31, 2008

1. Nature of Operations

Construction Safety Association of Ontario ("CSAO") is a non-profit, non-share capital organization incorporated under the Corporation Act (R.S.O. 1980 c.95, as amended). In accordance with the provisions of the Income Tax Act, CSAO is exempt from income taxes. CSAO provides occupational health and safety consultation, education and related services to the construction industry within the Province of Ontario.

2. Summary of Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting standards for not-for-profit organizations using the deferral method of reporting restricted contributions. The significant accounting policies are summarized as follows:

Basis of Presentation and Accounting
These financial statements have been prepared using the accrual method of accounting. Under the accrual method of accounting, revenue is recorded when earned and expenses recorded when incurred.

Financial Instruments
On January 1, 2008, CSAO adopted the CICA Handbook Section *3855 "Financial Instruments Recognition and Measurement"* and Section 3861 *"Financial Instruments – Disclosure and Presentation"*.

Financial assets must be classified as either held for trading, held to maturity ("HTM"), available-for-sale ("AFS") or loans and receivables. Financial liabilities are classified as held for trading or other. Initially all financial assets and financial liabilities must be recorded on the statement for financial position at fair value with subsequent measurement determined by the classification of each financial asset and liability. Transaction costs related to held for trading instruments are expensed as incurred. Transaction costs related to AFS, HTM and loans and receivables are capitalized and amortized using the effective interest method.

Financial assets and financial liabilities held for trading are measured at fair value with the changes in fair value reported in the statement of operations. Financial assets held to maturity, loans and receivables and financial liabilities other than those held for trading are measured at amortized cost. AFS financial assets are measured at fair value with changes in fair value reported in the statement of changes in net assets until realized through sale or other than temporary impairment.

Use of Estimates
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Since a precise determination of many assets and liabilities depends on future events, actual results may differ from such estimates and approximations.

Construction Safety Association of Ontario
Notes to the Financial Statements
For the Year Ended December 31, 2008

2. Summary of Significant Accounting Policies (continued)

Inventory
Inventory is recorded at the lower of cost and net realizable value with cost being determined on a first-in, first-out basis.

Property and Equipment
Property and equipment over prescribed amounts are stated at cost and are amortized over their useful estimated lives on the straight-line basis, with the half-year rule in the year of acquisition, at the following rates:

Computer equipment	-	three years
Computer software	-	three years
Furniture and equipment	-	five years

Employee Future Benefits

CSAO accrues its obligations under employee benefit plans and the related costs. The cost of retirement benefits earned by employees is actuarially determined using the projected unit method pro-rated on service and management's best estimate of salary escalation, retirement ages of employees and expected health care costs. The benefit obligation is amortized over the average remaining service period of the active employees, which is 7.3 years.

Funding and Net Assets

As prescribed by provincial legislation, CSAO is funded by the Workplace Safety & Insurance Board ("WSIB") to the amount of its annual budget as approved by the respective Boards of Directors. Restricted funding is deferred and recognized as revenue when the related expense occurs. Unrestricted funding is recognized as revenue when received or receivable. Funding received for capital expenditures is deferred and recognized as revenue over the estimated useful life of the capital asset. Additional funding is generated by CSAO through recoveries.

On January 1, 2008, CSAO adopted the WSIB's "Designated Entity Surplus Recovery Policy" dated January 30, 2007. The new policy no longer restricts the use of the excess of revenue over expenses and nets assets of a designated entity. It also gives the designated entity the option to elect to follow the new policy or to continue with the previous WSIB "Health and Safety Association Recovery Policy" dated March 23, 2001. Under the old policy, CSAO was allowed to retain without restriction 100% of surplus funds which did not cumulatively exceed 6% of the current year's WSIB funding. The previous policy also required that any surpluses in excess of the cumulative 6% maximum unrestricted net assets balance, be recognized as deferred revenue for use within a twenty-four month period subject to certain conditions and approvals.

Pension Plan
CSAO's contributions to a multi-employer, defined benefit pension plan are expensed in the year the contributions are due.

Construction Safety Association of Ontario
Notes to the Financial Statements
For the Year Ended December 31, 2008

2. Summary of Significant Accounting Policies (continued)

Future Accounting Policies
The CICA has released the following new Handbook standards which are applicable to CSAO effective January 1, 2009.

CICA 1535 - *"Capital Disclosures"*, will require additional disclosure of information about objectives policies and processes for managing capital, as well as quantitative data about capital and whether the entity has compiled with any capital requirements if there are externally imposed capital requirements.

CICA 1540 - *"Cash Flow Statements"* has been amended to include not for profit enterprises within the scope of the standard.

CICA 3862 - *"Financial Instruments - Disclosures"* and CICA 3863 - *"Financial Instruments - Presentation"* have replaced CICA 3861 - *"Financial Instruments - Disclosure and Presentation"* and enhances the abilities of users of financial statements to evaluate the significance of financial instruments to an entity, related exposures and the management of these risks.

CICA 4400 - *"Financial Statement Presentation"* by not for profit organizations has been amended to permit a not for profit organization to present net assets invested in capital assets as a category of internally restricted net assets and clarification of presentation of revenue and expenses on a gross basis when the entity is acting as the principal in a transaction.

CICA 4460 - *"Disclosure of Related Party Transactions by Not for Profit Organizations"* has been amended to align the definition of related parties to CICA 3840 "*Related Party Transactions*".

The new standards will have no impact on CSAO's financial statements beyond the additional disclosure.

3. Accounts Receivable from Workplace Safety & Insurance Board

Prior to January 1, 1991, CSAO participated in the WSIB Attendance Credits Plan under which certain employees based upon their accumulated credit days, were provided with payment on retirement or separation.

Based upon an agreement with the WSIB, the WSIB will be liable for all outstanding credits earned under this plan. Accordingly, the financial statements reflect accounts receivable from the WSIB, relating to payments made by the Association during 2007 in connection with credits earned under the WSIB attendance credit plan.

4. Cash and Cash Equivalents Held for Special Purposes

The amount of $3,965,930 (2007 - $3,422,796) consists of cash and cash equivalents held by CSAO at December 31, 2008 for the purpose of funding long-term employee benefits and other special expenditures.

Construction Safety Association of Ontario
Notes to the Financial Statements
For the Year Ended December 31, 2008

5. Property and Equipment

Property and equipment consist of:

	2008 Cost	2008 Accumulated Amortization	2008 Net Book Value	2007 Net Book Value
Equipment	$ 1	0	1	1
Computer equipment and software	1	0	1	2
	$ 2	0	2	3

6. Deferred Funding

Deferred funding represents revenue received from the WSIB for the development and evaluation of training. This funding will be recognized into revenue in the future period in which the related training expenses are incurred.

7. Employee Future Benefits

CSAO provides extended health care, dental, life insurance and exit benefits to all employees hired prior to August 2001.

At December 31, 2008, the CSAO's accrued benefit obligation relating to post-retirement benefit plans amounted to $5,461,500. This obligation will be re-valued every year unless there is a significant change in employees or benefits.

The significant actuarial assumptions adopted in estimating the CSAO's accrued benefit obligations are as follows:

Discount rate	6.5%
Dental benefits cost escalation	3.0%
Health and medical benefits cost escalation	6.0% in 2008, decreasing by 1.0% per annum to an ultimate rate of 5.0%.

Included in employee benefits on the statement of revenue and expenses is an amount of $1,050,400 (2007 - $987,500) regarding employee future benefits. This amount is comprised of the following:

	2008	2007
Benefit expenses as calculated per accounting standards	$ 736,000	$ 623,000
Payments made by CSAO during the year	314,400	364,500
	$ 1,050,400	$ 987,500

8. Pension Plan

The employees of CSAO are members of the Workplace Safety & Insurance Board Employees' Superannuation Plan. The plan provides for partially indexed pensions based on years of service and earnings rates near retirement. The investment activities and the administrative and accounting matters of the pension plan are administered by the WSIB. During the year, CSAO made contributions to the plan on behalf of employees in the amount of $891,328 ($914,795 - 2007).

Construction Safety Association of Ontario
Notes to the Financial Statements
For the Year Ended December 31, 2008

9. Recoveries

	2008	2007
Courses and seminars	$ 510,688	$ 466,630
Safety literature, magazines and products	1,131,612	1,075,618
Books	100,204	104,635
Royalties	15,848	1,710
Films video tapes, etc.	71,134	68,699
Shipping and handling	7,663	699
	$ 1,837,149	$ 1,717,991

10. Financial Instruments

Classification of Financial Instruments
Cash and cash equivalents have been classified as held for trading, accounts receivable have been classified as loans and receivables, and accounts payable and accrued liabilities have been classified as other financial liabilities.

Fair Value
The fair values of cash and cash equivalents, accounts receivable, and accounts payable and accrued liabilities are assumed to approximate their carrying amounts because of their short term to maturity.

11. Commitments

As at December 31, 2008, CSAO was committed under various operating leases requiring future minimum payments as follows:

2009	$ 549,300
2010	549,300
2011	594,300
2012	639,300
2013	562,500
Thereafter	1,406,250
	$ 4,300,950

12. Economic Dependence

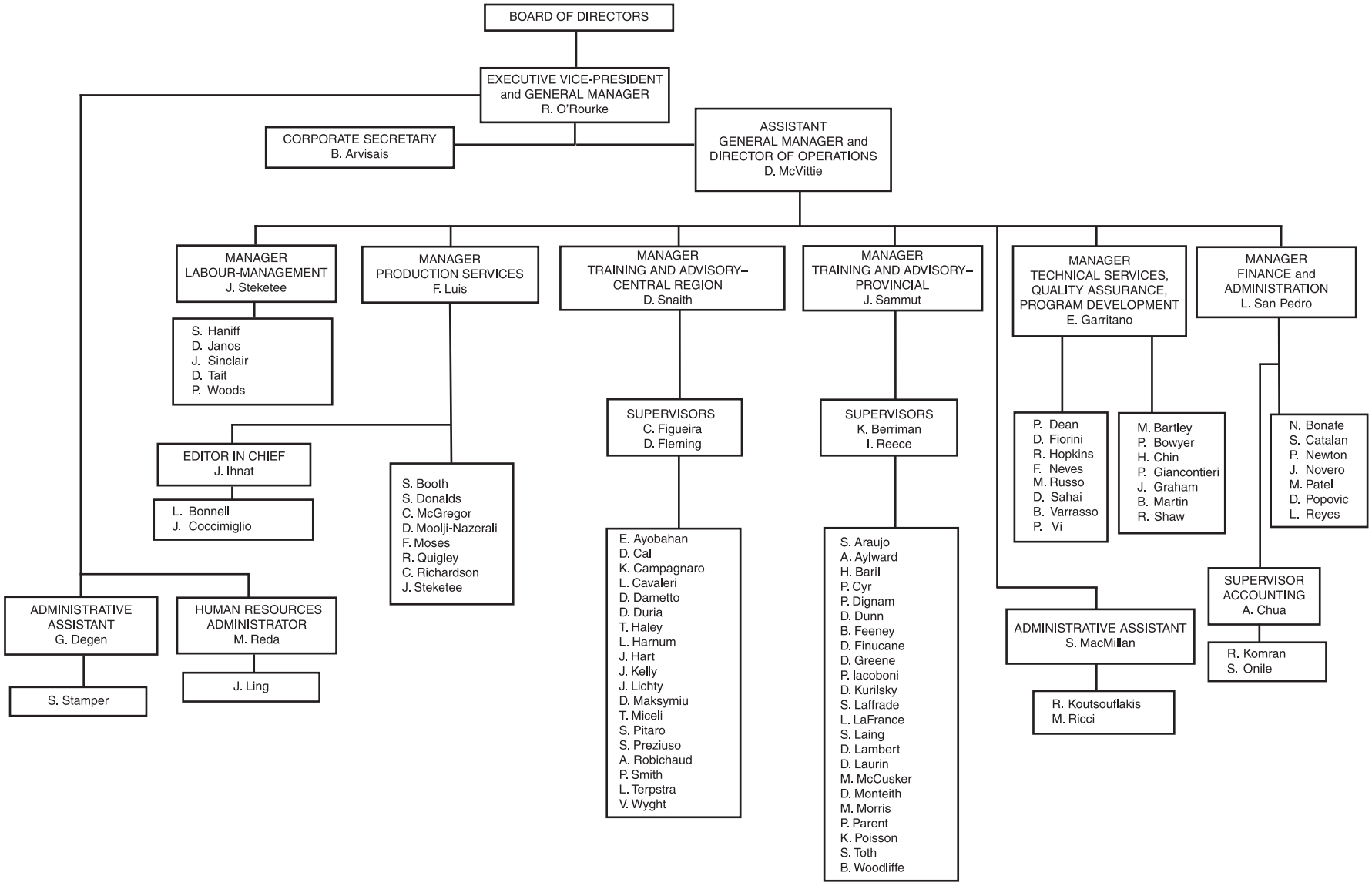
CSAO receives a significant amount of its revenue from the WSIB and as a result is economically dependent on the WSIB.

13. Subsequent Event

Subsequent to the year-end, the WSIB has approved a business case for Ontario's Prevention System to undertake a critical assessment and restructuring of its programs and services and the way in which these programs are delivered. During 2008, the current prevention system was reviewed to identify opportunities to improve the delivery of prevention services. As a result, the new prevention system was developed to address these concerns and the implementation of this new system will involve the restructuring and consolidation of the Health and Safety Associations. It is proposed that throughout 2009, the new organizations will commence operations under new legal entities with new Boards of Directors.

ORGANIZATIONAL CHART

APRIL 2009



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